

Causes of Unemployment in Jordan and Solutions from the Point of View of Unemployed Youth

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Abstract

Objectives: This study aimed to identify the causes of unemployment in Jordan from the perspective of unemployed youth, and find out the measures that help combat unemployment.

Methods: This study adopted the comprehensive social survey method for all youth centers in all governorates and districts in Jordan of (201) centers. As the study sample consisted of (2271) young men and women who were unemployed or had never worked, constituting (43%) of the total sample of (5271) young men and women, and they were selected using a simple random sampling method. To achieve the objectives of the study; a questionnaire consisting of (38) items was developed to carry out the field study.

Results: The leading causes of the unemployment problem in Jordan are the large number of graduates from institutes and universities, insufficient salaries or wages, exploiting unemployment to control work and impose conditions on workers, nepotism, then requiring an experience certificate, high transportation costs, and the lack of health insurance.

Conclusion: Unemployment rates among youth continuously rising, facing them requires qualifying and training the youth about job seeking skills, in addition to the family and community encourage young people to accept work opportunities, even if it is contrary to their wishes.

Keywords: Unemployment; Youth; Causes; Determinants.

أسباب البطالة في الأردن وطرق الحلول من وجهة نظر الشباب المتعطلين عن العمل

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ملخص

الأهداف: هدفت هذه الدراسة إلى التعرف إلى أسباب البطالة في الأردن من وجهة نظر الشباب المتعطلين عن العمل، ومعرفة الإجراءات التي تساعد على مواجهة البطالة.

المنهجية: استخدمت الدراسة أسلوب المسح الاجتماعي الشامل لجميع المراكز الشبابية المنتشرة في جميع محافظات وألوية المملكة، والبالغ عددها (201) مركزاً. وقد تكونت عينة الدراسة (2271) شاباً وشابة من المتعطلين عن العمل أو لم يسبق لهم العمل يشكلون نسبة (43%) من إجمالي العينة البالغ (5271) شاباً وشابة، وتم اختيارهم بطريقة العينة العشوائية البسيطة. ولتحقيق أهداف الدراسة؛ تم تطوير استبانة مكونة من (38) فقرة لتنفيذ الدراسة الميدانية.

النتائج: تتمثل أهم أسباب مشكلة البطالة في الأردن في كثرة عدد الخريجين من المعاهد والجامعات، وعدم كفاية الرواتب أو الأجور، واستغلال البطالة للتحكم بالعمل وفرض الشروط على العاملين، والواسطة والمحسوبية، ثم اشتراط شهادة الخبرة، وارتفاع تكاليف أجور المواصلات، وعدم وجود تأمين صحي.

الخلاصة: معدلات البطالة بين الشباب في ارتفاع متواصل، مواجبتها تتطلب تأهيل الشباب وتدريبهم في مهارات البحث عن العمل، وتشجيع الأسرة والمجتمع للشباب لقبولهم لفرص العمل، حتى لو خالفت رغباتهم.

الكلمات الدالة: البطالة، الشباب، الأسباب، المحددات.

Introduction:

Unemployment is an economic issue; it is also a social problem as well as a psychological and social, security, and political problem. The young generation is the generation of work and production because it is the generation of strength, energy, and skill. Youth are thinking about building their economic and social conditions by relying on themselves, through work and production, especially those with qualifications and graduates who have spent an important part of their lives studying, seeking knowledge, specialization, and gaining scientific expertise, and after graduating from their universities or educational institutions, they do not find work that suits them and their academic qualifications for accreditation. On oneself and employing their scientific and practical abilities to secure the necessities and requirements of a decent life.

Young people entering the labor market today face the daunting task of finding decent and permanent employment opportunities. Unemployment rates are constantly rising in light of the increase in temporary and unorganized job opportunities, and other forms of unstable work. Two out of every five young men and women in the world are either unemployed or working, but living in poverty (International Labor Organization, 2017).

Making the most of human resources is one of the objectives of countries, including Jordan, in order to build their economy, especially among the youth. Despite the high rate of education in Jordanian society, the increasing number of young graduates, and their high levels of education, indicators of job opportunities are still low. Work is not just a choice for the Jordanian individual, but rather a necessity to achieve development and growth. This is why work is the driver of success for individuals in society. The working individual is stronger in everything. Because he has a job that protects him from asking people, opens the doors of livelihood for him, helps him provide life's requirements, helps him grow, develop and advance, gives him self-confidence, makes him accepted among people, and makes him love life. Because he feels his value and the exploitation of his abilities, a person without work is like a lost person who does not know what to do in his life, and feels that he is a dependent person, but work gives a person a feeling of exaltation, elevation, and self-esteem. Because it frees the soul from asking questions, gives peace of mind and joy, and increases a person's livelihood and blesses him. For this reason, seeking for work and self-reliance is a necessary need for individuals to participate effectively in community service. (Alkhozah, 2024).

Study Problem:

The continued rise in unemployment rates is one of the problems that pose a serious threat to Jordanian society. The overall unemployment rate was (12.5%) in (2010) and rose to (18.6%) in (2018), then to (22.8%) in 2023, based on data from the Department of Statistics related to the results employment and unemployment surveys for the years (2010, 2018, 2023). As for youth, the unemployment rate in the age group (15-24) is (36.5%), and the percentage is (42.2%) among those who hold a bachelor's degree or higher. As the percentage of females is (77.6%) compared to (26.1%) at male (Department of Statistics, 2023). This high percentage - in light of the lack of job opportunities in light of the economic situation that Jordan is witnessing - is a problem worthy of study. Accordingly, the study problem can be formulated with the following questions: What are the causes of unemployment in Jordan? What are the solutions from the point of view of unemployed youth?.

Study Objectives:

1. Identifying the causes of unemployment in Jordan from the point of view of unemployed youth.
2. Know the procedures and solutions that young people propose to solve the problem of unemployment in Jordan.

Study Questions:

1. What are the causes of unemployment in Jordan from the point of view of unemployed youth?
2. What are the measures and solutions do young people suggest to solve the unemployment problem in Jordan?

Significance of the Study

First: Theoretical Significance:

- The study gains its significance from the nature of the topic it addresses, which is identifying the causes of unemployment in Jordan and methods of solutions from the point of view of unemployed youth.
- Adopting clear scientific foundations and methodology in implementing this study. With the aim of ensuring accurate results that diagnose the causes of unemployment in Jordan and methods of solutions from the point of view of unemployed youth.

Second: Practical Significance

- This study highlights its practical significance by analyzing the reality and suffering of unemployed Jordanian youth in light of the decline in job opportunities.
- The possibility of using the findings of the study and circulating them to ministries, institutions and official bodies to benefit from them in developing strategies to find alternatives that can be used to integrate young people into the labor market, and to benefit from their education, experiences and disabled abilities in developing society.

Study terms and procedural definitions:

Study Definitions:

Youth:

Linguistically: youthfulness, means vitality, strength, and dynamism, and the word “shab” is from “shabib,” and that youth is adolescence and modernity, and youth is the first thing, and it is combined with youth (Ibn al-Manzur, 1988).

There is more than one definition of youth, the most important of which is the biological trend that believes that the stage of youth is determined by time and age in the age group (15-24) years. The Human Development Report for the year (2000) stated a definition of the term youth as meaning people between the ages of (15-29).) year (Supreme Council for Youth, 2009). This study agrees with this definition; It was adopted that the youth category represents members of society between the ages of (15-29) years, and they constitute (28.5%) of the total population in Jordan (Department of Statistics, 2021).

Unemployment:

Defining the concept of unemployment is a complex issue. There is no general and comprehensive definition for it, and it is considered one of the concepts that has taken on great importance for research and analysis in contemporary societies. The Department of Statistics in Jordan has defined unemployment as all individuals of working age who never work during the reference period in any type of work. During this period, they were ready to work, and they searched for it in one of the ways: Such as: reading newspapers, registering at employment agencies, asking friends and relatives, or other methods (Department of Statistics, 2013).

As the International Labor Organization also considers the unemployed to be every individual who is able and willing to work, searches for it and accepts it at the prevailing wage level, but to no avail (International Labour Organization, 2017).

On the other hand, we find that unemployment arises in economies in which there is an imbalance in the labor market, which is represented by an increase in the supply of the labor force over the demand for it. Unemployment is defined as the difference between the volume of labor supplied, the volume of labor employed, and the wage levels prevailing in the labor market, during A certain period of time (Al-Jaloudi, 1992).

Causes and determinants: A set of factors that affect young people's inability to find work.

An overview of Jordan

The specific nature of the Jordanian society that adheres to religion, which combines a morals, customs and traditions that encourages every individual to work, self-reliance, social solidarity, and helping family and relatives; It requires searching for work, and not remaining unemployed or dependent on others (Alkhozah, 2020).

The population of Jordan had reached (11) million (516) thousand; (6,097) million of them are males, and (5,419) million are females until the end of the year (2023). There are also (12) administrative governorates in Jordan, and (42%) of the total population is concentrated in the capital, Amman, and the rest are distributed among the other remaining governorates. There are (11) governorates. (Department of Statistics, 2023).

There are (57) nationalities in Jordan, and the most numerous of these nationalities are the Syrians, who numbered one million (265,514) Syrian, the Iraqi (130,911), the Palestinian (634,182), and the Egyptian (636,270), and the percentage of immigrants in Jordan is (34%) and (55%) of the non-Jordanian population came to Jordan because of lack of security in their country of origin, (18%) because of work, (2%) for study, and (85%) of the non-Jordanian population are refugees, and most of them are They have a rate of (33%) in the capital, Amman, then (24%) in Irbid, (17%) in Zarqa Governorate, and (15%) in Mafraq. (Amawi, 2020).

The lack of a job in Jordan, or a job opportunity, or the family's failure to accept the job opportunities that were available, is one of the most important causes of unemployment in Jordan (Khamesh, Alkhuzai, Al-Sarhan, 2017).

This study uses the operational definition of job opportunities to refer to those who suffer from unemployment, or who have the opportunity to apply for a job or job, and are chosen to work; The worker can do this job, and thus take advantage of the job opportunity that is available to him.

The poverty rate is 24%, according to the statements of Mr. Nasser Al-Shraida, Minister of Planning on 29-08-2021. However, according to statements by the World Bank, the poverty rate in Jordan reached (35%) as of 10-07-2023. That is, approximately 4 million people out of 11 million. (Kheberni, 2023). As of the end of August 2023, the total public debt reached (40,490) billion Jordanian dinars, including social security debt amounting to (8.775) billion Jordanian dinars. Thus, these debts constituted a high of 113.2% of the Kingdom's gross product. (Central Bank, 2023)

Theoretical Framework

Unemployment and its impact on society have been the subject of interest among researchers specializing in sociology, economics, and development. Within this theoretical framework, we highlight the most important theories that have investigated the issue of unemployment in society.

The present study has proceeded with the basics of systems theory (a theory by the Austrian scientist(Von Betalanffy) which suggests that all organisms are systems consisting of subsystems (individuals, families, groups, communities, and organizations) are the main systems within the framework of general practice of social service where they interact with each other to form greater social units and organizations; In this regard any deficiency facing any of these systems will reflect negatively on other systems interacting with this system.(Suleiman, Abed Almajeed, Albaher,2005) and we take in consideration that the Unemployed are isolated from the society and remain support by the family, and also inability to support and assist the family especially parents who live in poverty, these circumstances provide the conditions for anxiety, stress, and thinking about migrating to look for work.

Social exchange theory is the second theory that used to explain the unemployment among the youth in the society. It is one of the modern theories that emerged in 1959. This theory focuses on explaining social action and the interests that people gain from their mutual relations with each other. The continuation of interaction between people depends on the continuation of the mutual benefits that they obtain as a result of the interaction. Social exchange theory believes that the more an individual evaluates the results of his action or activity positively, the more likely he is to perform the action. As the presence of benefits or gains from the action performed by the individual increases the repetition of the desired behavior, and in contrast, the absence of benefits for the individual or the presence of punishment reduces the probability of the desired behavior occurring. (Giddens, A. 2006). This theory applies to the nature of the work he performs. The individual who works in society obtains moral gains from society's respect and love and gains its appreciation for doing work and professions that serve his community, which pushes him to more social interaction.

Role social theory is the third theory uses to explain the Unemployment in the society, this theory has gained recognition over the last two decades, It is considered one of the modern theories in sociology, this theory has been used to as a frame work for understanding the impact of individuals' behavior in various contexts such as politics , business, finance, social

media, sports , and social relationships . Individuals aim to meet these roles, which encompass certain expectations, responsibilities, and behaviors. People perform gender roles on a daily basis, meaning that their behaviors are shaped by societal expectations for them depending on their gender.

It considers that the integrity of the individual and his social relationships depend on the social role or roles he occupies in society, in addition to the role being the link between the individual and society. This theory emphasizes that the role is the individual's way of participating in social life, and constitutes one of the elements of social interaction. It is a repetitive pattern of learned actions that an individual practices in a particular situation, and this demonstrates the prominent role played by the individual who works in order to contribute to meeting the needs of individuals and groups within his society. (Durkhiem, 1964) This theory also highlights the importance of distributing roles among members of the same society, dividing tasks, assuming responsibilities, and combining the efforts of individuals and institutions. This is in order to achieve common goals.(Ahmad, 2002)

Rational Expectation Theory is the fourth theory were used in this study in order to explain the effect of economics factor in unemployment occurs in society. Rational expectations theory is one of the most recent economic theories to have emerged on the scene of economic thought, which indicates that economists make their decisions based on their expectations of future events, and that these expectations are formed using all available information. This means that they do not rely only on past events to make decisions, but they also take into account modern information such as economic data and economic bulletins. The theory assumes that economists learn what the stages of identifying variables are and use them to indicate their expectations for those variables (individuals learn the processes of generating variables by Using available information), and they use this information to make optimal decisions in managing the economy in society effectively and rationally. (Fisher , long, 1996)

The proponents of this theory also believe that to correct the structural imbalances represented by stagnation and high unemployment, economic freedom and full competition must be available without the state restricting economic activity, and there must be freedom of markets and complete flexibility of wages and prices according to the state of supply and demand. This theory also recommends that the effects of macro policy cannot be expected and that its supporters This theory believes that flexible macro policy creates stability and that effective policy must be stable.

In this study, we employed these social and economic theories (System theory, Social exchange theory, social role theory, Rational Expectation Theory) in order to explain the work, job, and profession that members of society perform, either individually or through government centers, institutions, companies, and ministries, considering the individual an essential element within society who has rights and duties that he must perform in order to maintain the system. General society, and this is consistent with the principle of social responsibility, as it encourages individuals to do business and search for work. To invest their efforts in good works that contribute to filling the gaps in the process of social interaction on the one hand, and to satisfy their needs and the needs of the rest of the members of society on the other hand.(Al-janabi , 2017)

Previous Relevant Studies

A Study prepared by Alkhozah, Alhabashneh (2024), entitled” Preferences of Unemployed Jordanian Youth from their Own Points of View, in Light of Low Job Opportunities”. This study used the comprehensive social survey method for all (201) youth centers located in all governorates and districts of the Hashemite Kingdom of Jordan. The sample consisted of (5271) males and females who are participating in youth activities focusing on topics, such as political participation and socio-cultural issues, using the simple random sample method. In order to achieve the objectives of the study, a questionnaire consisting of (40) items was developed to indicate the preferences of unemployed youths in the absence of job opportunities, and the procedures and solutions that help to confront unemployment. The results of the study shows that Most of the preferences of the unemployed are related to accepting work, even if it is in a field different from their specialization, accepting work even if it is temporary, or with low pay.

Meznah, Alazmi (2022) had conducted a study in Kuwait on the subject” The Problem of Unemployment of Graduates with University Degrees in the State of Kuwait An Analytical and Standard Study . The study aimed at identifying levels

of un employment among university graduates and above in the State of Kuwait. Calculating the average of their years of un employment and the resulting economic losses. In addition to studying the determinants of this educated unemployment during the period 2004-2018.

The study followed two approaches: the descriptive analytical approach, which relies on collecting texts, information and all data related to the subject and then analyzing them; as well as the standard approach to study the impact of some economic and non-economic variables on graduates' unemployment.

The most important results of this study showed that the average of the unemployment rate for university graduates and above is constantly increasing, as their number reached 3069 unemployed graduates, at a rate of 41.42% in 2019. The period of a university graduate unemployment lasted between less than 6 months to 12 months and more, and the highest rate of unemployment was for the period of 6 months to less than 12 months. Moreover, the economic return of the unemployed graduate, whether he is single or married, is affected by the duration of the unemployment; a longer period means greater losses of the economic return. The standard study revealed that all independent variables (domestic income, government spending and population) are not significant which means that they do not affect the unemployment rate of graduates with university degrees and above.

Another study conducted by Al-Habarneh, Al-Bataineh (2021) entitled "The Causal Relationship between the Minimum Wage and Unemployment: A Case Study of Jordan" This study aimed to identify the causal relationship between the minimum wage and unemployment of the period (2000-2020), so that data on minimum wages, unemployment rates, GDP growth, the number of unemployed people in Jordan, and the poverty rate were obtained. The descriptive and analytical approach was followed, and many methods were used statistics such as descriptive statistics, and the VAR model. The results showed that there is a causal relationship between the minimum wage and unemployment rates in Jordan during the period (2000-2020), so that the higher the wages offered to workers in the institutions operating in Jordan is low, the higher the level of unemployment, the lower wages a major motive for the decline of individuals to provide jobs and thus will increase the unemployment rate, as the wages offered to individuals are not commensurate with the economic situation in the country. The most important recommendations of the study were review and raise the minimum wage, and addressing poverty. Key Words: Minimum Wage, Unemployment, GDP Growth, Poverty, Number of Unemployed, Institutions operating in Jordan..

Another study conducted by Charlotte, Bourguignon, (2022) entitled "Are the unemployed doomed to remain unemployed because of their 'lack of skills'?" This study aimed to identify the impact of effort and ability on finding work opportunities and employment. The study was applied to (236) unemployed or employed people. and also the study revealed that the unemployed are no less capable and qualified than workers in various work sites.

Methodological procedures for the study:

Study Methodology:

The study used the descriptive analytical survey method consistent with the objectives of the study, which is based on describing data, characteristics, and components of the study population, analyzing them, interpreting them, shedding light on them, testing the initial and causal hypotheses, and coming up with generalizations that help in finding some solutions to the social problems under research, and analyzing them as they are. In fact, he describes it accurately (Dodin, 2010).

Study population and sample:

Study Population:

The study community consists of all young men and women in the Hashemite Kingdom of Jordan who participate in the events and activities of all youth centers affiliated with the Ministry of Youth of (201) centers when the study was implemented.

Study Sample:

The study adopted a comprehensive social survey method for all youth centers spread across all governorates and districts of the Kingdom, which number (201) centers. The study sample consisted of (2271) young men and women who were unemployed or had never worked, constituting (43%) of the total number of young people who participate in youth

activities in youth centers, amounting to (5271) young men and women. It addressed the youth age groups, which are: (15-19), (20-24), and (25-29). They were selected using a simple random sampling method. Table (1) shows the characteristics of the study sample?

First: Social and demographic characteristics

Table (1): Distribution of study sample members according to social and demographic characteristics.

Sex	Number	Percentage
Male	1047	46.1
Female	1224	53.9
Total	2271	100
Age	Number	Percentage
15-19	670	29,5
20-25	856	37,7
25-29	745	32,8
Total	2271	100.0
Marital Status	Number	Percentage
Single	1640	72,2
Married	545	24,0
Widow	5	0,2
Divorced	81	3,6
Total	2271	100.0
Qualification	Number	Percentage
Illiterate	9	.4%
Less than secondary	108	4.8%
Secondary level	338	14.7%
Diploma	408	18.0%
Bachelor	971	42.8%
Master	289	12.8%
Ph.D.	148	6.6%
Total	2271	100.0%

Table (1) shows that the number of males reached (1047) individuals, constituting (46.1%) of the study sample, while the number of females reached (1224), representing (53.9%). The higher percentage of females than males is explained by the high unemployment rate among females. Because the areas in which they live are in the governorates far from the capital and job opportunities are low, or the opportunities are limited to ministries and government institutions, the girls' eagerness to participate in activities stems from youth centers to invest their free time and integrate into society, and to learn training and awareness skills in the developmental and social fields. And multiple political. This higher unemployment rate among females than males is consistent with the current situation in the Kingdom, where the unemployment rate among males is (20.5%) compared to (33.1%) among females, according to the results of the Employment and Unemployment Survey, third round for the year (2022), issued by Department of Statistics. (Department of Statistics, 2022).

From the data of the same table No. (1) we can find that the percentage of young people in the age group (20-24) constitutes the first place, as their percentage is (37.7%), followed by the age group (25-29), which constitutes a percentage of (32.8%).), while ages (15-19 years) constituted approximately (29.5%) of the sample. These age groups are characterized by activity, vitality, production, and love of work, and they suffer from high unemployment rates. The high unemployment rate in the age group (20-24) is explained by the fact that this group includes graduates of institutes and universities, and most of them are looking for work in society.

From Table (1) we can consider that the majority of the unemployed respondents are single, as their number reached (1640) individuals, representing (72.2%). This is explained by the high rates of unemployment among the youth, and the high average age at marriage for males and females in Jordan, where it reaches (31 years for males and 78 years for females), according to data on population and demographic indicators of the population in Jordan. (Department of Statistics, 2021)

The same table (1) shows that the majority of the unemployed respondents hold academic degrees. It reached (42.8%) among bachelor's degree holders, followed by intermediate diploma holders (18%), then master's holders (12.8%), and doctorate holders (6.6%), and the lowest percentages were among high school graduates and below. The explanation for this is that holders of practical degrees are looking for job opportunities that are appropriate and compatible with their academic degrees, while those in high school and below accepts any job, and with any wage for this work.

Second: Economic characteristics of the study sample

Table (2): Distribution of study sample members according to economic characteristics.

Working status	Number	Percentage
I work	806	15,3
I am looking for a job, and I have never worked before	2271	43,1
I am looking for a job, and I have already worked	2193	41,6
Total	5271	100.0%
Monthly income of the family in which the unemployed person lives	Number	Percentage
Less than 300	586	25.8
300 – 399	704	31.0
400 – 499	431	19.8
500 – 599	204	9.0
600 – 699	168	7,4
Above 700	159	7.0
Total	2271	100.0%

Table (2) shows that the majority of unemployed respondents are those who are looking for work and have never worked. Their number reached (2271) individuals, and they constituted (43.1%) of the study sample, while those who work were the least; Their number reached (806) respondents, who constituted (15.3%) of the study sample. As for those searching for work and had previously worked, their number reached (2193) individuals, and they constituted (41.3%) of the total study sample. Explaining low wages, which push young people to leave work; Is that wages do not cover personal expenses and transportation costs to reach the workplace.

Table No. (2) reveals that most of the unemployed respondents live in families whose income is (300-399 JOD); Their number reached (1635) individuals, and they constituted a percentage of (31.0%) of the study sample, while those who live in families with an income of (above 700 JOD) were the lowest in the study sample, and their number reached (368) individuals, who constituted a percentage of (7.0%) of the study sample. While those living in families with an income of (600-699 dinars) constituted (7.4%) of the study sample. This data corresponds to the income rates of Jordanians working in the private and public sectors, and retirees, and it matches the results of the Employment and Unemployment Survey, the second round, issued by the Department of Statistics for the year (2023).

Study Instrument:

To achieve the objectives of the study; A questionnaire was developed to collect data consisting of (38) items distributed over three areas: The first area includes (6) paragraphs examining the economic, social, and demographic characteristics of the study community. The second area addresses (15) paragraphs that address the causes of unemployment in Jordan from the point of view of unemployed youth. The third area, which includes (17), deals with the procedures and solutions that It helps to confront unemployment, from the point of view of unemployed youth.

Validity and reliability of the instrument:

To confirm the validity of the study instrument; The questionnaire was presented in its initial form to seven expert judges and faculty members specialized in sociology, work values, social service, women's studies, economics, public administration, and business administration. To verify the veracity of its paragraphs, and based on the arbitrators' observations, which were taken into account, whether by addition, modification, deletion, or wording of some paragraphs, until the study tool appeared in its final form, the researcher considered the arbitrators' opinions and amendments an

acceptable indicator of the veracity of the tool's content. The study and the suitability of its items, which were distributed to the sample.

Instrument stability:

After confirming the validity of the instrument's content; Its reliability was examined by using the test and retest method. The study tool was applied to an exploratory sample of young people who frequent youth centers, consisting of (40) young men and women from outside the study sample. The test was re-applied two weeks after the first application, and the internal consistency of all items of the questionnaire was calculated, and the Cronbach alpha value was extracted (Cronbach Alpha), which is the degree of internal consistency between the questionnaire items. The overall reliability coefficient reached (0.89), which indicates that the study tool (the questionnaire) can be applied, relied upon, and the results it will produce can be trusted, achieve the purposes and objectives of the study, and answer its questions.

Table (3): Reliability coefficients of the tool (Cronbach's alpha) for each field of study and for the tool as a whole.

No.	Study Area	Paragraph No.	Internal consistency reliability coefficients (Cronbach alpha)
1-	Causes of unemployment from the point of view of the unemployed	15	0,91
2-	Ways to confront the problem of unemployment from the point of view of the unemployed.	17	0,86
3-	The instrument as a whole	32	0,88

From Table (3) that the general reliability coefficient of the questionnaire reached (0.88), which is a high reliability coefficient. It is clear that the reliability coefficients (Cronbach alpha) range between (0.86-0.91) for the study areas, and they are high. This indicates that the questionnaire has a high degree of reliability and can be relied upon in the field application of the study. Reliability coefficients are acceptable and appropriate if they are more than (70%) according to (Santos, 1999). Accordingly, the reliability coefficients in this study are appropriate and lead to achieving the objectives of the study.

Presentation, analysis and discussion of the study results:

Results of the First question: What are the causes of unemployment from the point of view of the unemployed?

To answer the question; Arithmetic means, standard deviations, frequencies, and percentages were calculated as shown in Table (4).

Table (4): Arithmetic means, standard deviations, frequencies, and percentages of the causes of unemployment from the perspective of the unemployed

paragraph	Unemployment cause	Arithmetic Mean	S.D	Strongly agree	Agree	Neutral	Strongly disagree	Strongly disagree	numbing	ranking
1.	Large number of graduates from institutes and universities	4.85	.48	2012 88.6%	202 8.9%	36 1.6%	15 ,7%	7 ,3%	1	High
2.	Insufficient salaries or wages	4.80	.52	1908 84.0%	298 %13.1	45 %2.0	15 ,7%	7 ,3%	2	High
3.	Exploiting unemployment to control work and impose conditions on workers	4.80	.55	1917 84,4%	270 11.9 %	45 %2.0	20 ,9%	9 ,4%	3	High
4.	favoritism and nepotism	4.79	.57	1918 84.5%	270 11.9	46 2.1%	20 ,9%	11 ,5%	4	High

paragraph	Unemployment cause	Arithmetic Mean	S.D	Strongly agree	Agree	Neutral	Strongly disagree	Strongly disagree	numbing	ranking
5.	Experience requirement	4.79	.58	1917 84.4%	270 11.9 %	46 2.1%	25 1.1%	11 ,5%	5	High
6.	High transportation costs	4.74	.65	1821 80.2%	343 15.1%	46 2.1%	36 1.6%	25 1.1%	6	High
7.	No health insurance	4.72	.58	1794 %79.0	395 %17.4	57 %2.5	18 ,8%	7 ,3%	7	High
8.	Lack of compatibility between education and labor market needs	3.63	.78	1699 74.8%	363 16.0%	134 5.9%	55 52.4%	20 ,9%	8	Medium
9.	Lack of transportation to reach work	3.61	1.43	926 40.8%	404 17.8%	42 18.5%	225 9.9%	309 13.6%	9	Medium
10.	Unfair employment contract terms	3.60	1.56	974 42.9%	477 21.0%	218 9.6%	140 6.2%	458 20.2%	10	Medium
11.	Mistreatment of management	3.06	1.54	561 24.7%	461 20.3%	420 18.5%	207 9.1%	620 %27,3	11	Medium
12.	Injustice and equality at work in terms of salary and bonuses	2.93	1.54	520 22.9%	413 18.2%	395 17.4%	281 12.4%	661 29.1%	12	Medium
13.	Injustice and equality at work in terms of positions	2.80	1.53	488 21.5%	298 13.1%	459 20.2%	315 13.9%	711 31.3%	13	Medium
14.	No nursery at work	2.66	1.49	427 18.8%	275 12.2%	374 16.5%	483 21.3%	711 31.3%	14	Medium
15.	Family reasons (lack of reconciliation between work and home)	2.41	1.46	345 15.2%	204 9.0%	400 17.6%	420 18.5%	904 39.8%	15	Medium
	Total	3.44	.74	-	-	-	-	-	-	Medium

As indicated in table (4) that the causes of unemployment from the point of view of the unemployed came to a medium degree, with a mean (3.44) and a standard deviation (.74), where the reason (the large number of graduates from institutes and universities) was the highest of those reasons, with a high degree, and with an average Arithmetic (4.85), and standard deviation (48.) It was answered by a very large percentage of (88.6%) of the sample members, while the reason (family reasons for not reconciling work and home) was less specific and to a medium degree, with an arithmetic mean of (2.41) and standard deviation of (.74) was answered by (9.0%) with a degree of agreement among the sample members.

Findings related to the second question: What are the measures and solutions that help to confront unemployment from the point of view of unemployed youth?

To answer the question; Arithmetic means, standard deviations, frequencies, and ratios were calculated for the measures and solutions that help confront unemployment from the point of view of unemployed youth, as shown in Table (5).

Table (5): Arithmetic means, standard deviations, frequencies, and ratios for measures and solutions that help confront unemployment from the point of view of unemployed youth.

paragraph	measures and solutions that help confront unemployment	Arithmetic Mean	S.D	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Numbing	Rank
16.	Combating nepotism and favoritism	4.85	.48	2012 88.6%	202 8.9%	36 1.6%	16 ,7%	6 ,3%	1	High
17.	Training and qualifying youth in job search skills	4.83	.52	1908 84,0%	297 %13.1	45 %2.0	16 ,7%	6 ,3%	2	High
18.	Family and community encouragement for young people to accept job opportunities	4.81	.55	1917 84,4%	270 %11,9	45 %2.0	20 ,9%	9 ,4%	3	High
19.	Cooperation between the government and the private sector to establish an unemployment insurance fund for youth	4.79	.57	1918 84.5%	270 %11,9	46 %2,1	20 ,9%	11 .5%	4	High
20.	Cooperation between the government and the private sector to provide job opportunities	4.79	.58	1917 84,4%	270 %11,9	46 %2,1	25 %1,1	11 .5%	5	High
21.	Providing job opportunities for Jordanians by the government	4.75	.57	1821 %80.2	368 %16,2	46 %2,1	26 1,2%	7 %,3	6	High
22.	Providing support for establishing small projects	4.74	.56	1794 %79.0	395 %17.4	57 %2.5	19 ,8%	7 %,3	7	High
23.	Providing job opportunities within the same governorate	4.74	.59	1801 %79.3	386 %17.0	58 %2.6	9 ,4%	15 ,7%	8	High
24.	Increase wages	4.72	.68	80.2%	15.1%	2.1%	1.6%	1.1%	9	High
25.	Creating job opportunities suitable for people with disabilities	4.71	.61	1769 %77.9	381 %16.8	93 %4.1	20 ,9%	7 %,3	10	High

paragraph	measures and solutions that help confront unemployment	Arithmetic Mean	S.D	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Numbing	Rank
26.	No discrimination in wages between males and females	4.70	.68	1778 %78.3	365 %16.1	73 %3.2	9 1.6%	19 ,8%	11	High
27.	Study vocational specialties	4.65	.66	1662 %73.2	468 %20.6	109 %4.8	25 %1,1	11 .5%	12	High
28.	Creating job opportunities for Jordanians outside Jordan	4.64	.73	1710 %75.3	374 %16.5	125 %5.5	45 2,0%	15 ,7%	13	High
29.	Replacing Jordanian workers with expatriate workers	4.61	.78	1699 74.8%	364 16.0%	134 5.9%	55 2,4%	20 ,9%	14	High
30.	Removing the experience requirement	4.60	.77	1664 73.3%	384 %16.9	147 %6.5	63 2,8%	11 .5%	15	High
31.	Finding nurseries in the workplace	4.57	.73	1567 %69.0	504 %22.2	157 %6.9	30 1,3%	15 ,7%	16	High
32.	Eliminate saturated university majors	4.56	.84	1656 72.9%	336 14.8%	193 8.5%	63 2.8%	25 %1,1	17	High
	Total	4.71	.44	-	-	-	-	-	-	High

As indicated in table (5) that all the solution methods to confront the unemployment problem proposed by the unemployed came at a high degree, with an arithmetic mean (4.71) and a standard deviation (.44), and the method of (fighting nepotism and favoritism) was the highest and most important of those solutions to the unemployment problem, with a degree High, with an arithmetic mean of (4.85) and a standard deviation of (.48), and it was represented by (88.6%) to a very large extent among the sample members, while the solution (abolishing saturated university majors) was the least of the methods and solutions, with a high degree, and with an arithmetic mean of (4.56). A standard deviation of (.84), and a very large percentage of (72.9%) of the sample responded to it.

Summary of study findings and recommendations

Findings: The results shows that Unemployment rates among youth continuously rising, The leading causes of the unemployment problem in Jordan are the large number of graduates from institutes and universities, insufficient salaries or wages, exploiting unemployment to control work and impose conditions on workers, nepotism and nepotism, then requiring an experience certificate, high transportation costs, and the lack of health insurance.

Conclusion: Confronting unemployment rates among youth requires qualifying and training the youth about job seeking skills, in addition to the family and community encourage young people to accept work opportunities, even if it is contrary to their wishes.

Recommendations: In light of the findings and discussion in this study; the following recommendations have been made:

- Fighting and confronting favoritism and nepotism in word and deed.
- Training and qualifying young people in job search skills.
- Cooperation between the government and the private sector to establish an unemployment insurance fund for youth.
- Family and community encouragement for young people to accept job opportunities.
- Canceling the requirement for an experience certificate when announcing a job opportunity.
- Raising the minimum wage.
- Providing transportation to the workplace, or paying a transportation allowance.

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